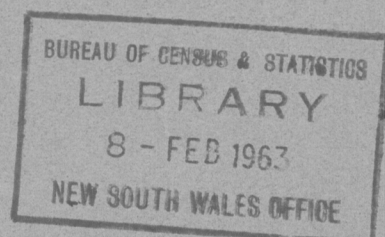


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# WAGE RATES AND EARNINGS

NOVEMBER, 1962



COMMONWEALTH BUREAU OF CENSUS AND STATISTICS, CANBERRA  
AUSTRALIA





COMMONWEALTH BUREAU OF CENSUS AND STATISTICS

CANBERRA, AUSTRALIA

WAGE RATES AND EARNINGS : NOVEMBER, 1962

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# I. MINIMUM WAGE RATES

This section contains particulars of weighted average minimum weekly and hourly wage rates for adult males and adult females for Australia and each State, together with index numbers with base : year 1954 = 100.

2. The minimum wage is the lowest rate payable for a particular occupation, and for most occupations it comprises the basic wage (see page 11) and "secondary" wage payments, i.e. additional amounts such as margins for skill, etc., and loadings of various kinds. In the majority of cases such rates are prescribed in awards or determinations of Commonwealth or State industrial authorities or in agreements registered with them.

3. The Minimum Wage Rate Index is based on the occupation structure existing in 1954. Weights for each industry and each occupation were derived from two sample surveys made in that year. The first was the Survey of Awards in April, 1954, which showed the number of employees covered by individual awards, determinations and agreements, and provided employee weights for each industry as well as a basis for the Survey of Award Occupations made in November, 1954. This second survey showed the number of employees in each occupation within selected awards, etc., in the various industries, thereby providing occupation weights.

4. The minimum wage rates used in the index are for representative occupations within each industry. They have been derived entirely from representative awards, determinations and agreements in force at the end of each period commencing with 31st March, 1939, for adult males and 31st March, 1951, for adult females. The index for adult males includes rates for 3,420 award designations. However, as some of these designations are operative within more than one industry, or in more than one State, the total number of individual award occupations is 2,320. For adult females the corresponding numbers are 1,103 and 518. By use of the industry and occupation weights derived from the surveys described above, these rates were combined to give weighted averages for each industrial group for each State and Australia. Because of coverage difficulties the rural industry is not included in the index.

5. Because the indexes are designed to measure movements in prescribed minimum rates of "wages" as distinct from "salaries", those awards, etc. which relate solely or mainly to salary-earners are excluded.

6. In ascertaining from awards, etc., the wage rates for representative occupations, it was found in some cases that an occupation selected as representative in the base year (1954) did not exist in earlier years. In such cases another occupation with the same marginal rate of wage was chosen from the same award and variations in the wage rates for this occupation were taken to be representative for the earlier period.

7. Since 1954 the industrial structure in Australia, and particularly in some States, has been undergoing a degree of change which over a period is likely to have some effects on the index. Generally the effect of new or expanding industries on the index is not significant, because occupations in such industries can usually be covered by existing awards, and the wage rates for the new occupations conform very closely to those for existing occupations. Occasionally, however, an entirely new award is made to cover a new industry, and in such cases occupations from the new award are introduced into the index whenever such action is warranted by the number of employees in the industry. By these means it has been possible for the occupations in the index to be kept, as nearly as may be, continuously representative and for a high degree of comparability to be preserved over a long period.

8. Weighted averages of the components of the total minimum weekly wage rate, i.e. basic wage, margin and loading, are calculated separately for adult male employees covered by Commonwealth awards, etc., and for those covered by State awards, etc. Relevant definitions are as follows: -

"Commonwealth awards, etc." include awards of, or agreements registered with, the Commonwealth Conciliation and Arbitration Commission, and determinations of the Commonwealth Public Service Arbitrator.

"State awards, etc." include awards or determinations of, or agreements registered with, State industrial tribunals, together with certain unregistered agreements, where these are dominant in the particular industries to which they refer.

"Basic wage" rates are weighted averages of the weekly rates prescribed in awards, etc., for the occupations included in the index for each State. For industries other than mining, metropolitan basic wage rates have generally been used. However, there are a number of occupations for which basic wage rates other than the metropolitan rate are prescribed. Also in some States at various times, State Government employees under Commonwealth awards have been paid State basic wage rates, and the basic wage rates of some employees have been subject to automatic quarterly adjustments while those of other employees within the same jurisdiction have remained unchanged. In all such cases the basic wage rate actually paid is used in tables herein. For these and other reasons, the weighted average basic wage rates shown in the tables in this section differ, in the majority of cases, from the metropolitan basic wage rates shown in Section II.

"Margins" are minimum amounts, in addition to the basic wage, awarded to particular classifications of employees for features attaching to their work, such as skill, experience, arduousness or other like factors.

"Loadings" include industry loadings and other general loadings prescribed in awards, etc. for the occupations included in the index.

9. The proportion of employees covered by Commonwealth and State awards, etc., varies considerably as between States. In addition, the proportions of employees engaged in the respective industries differ from State to State. As a result there are relatively wide differences between the weighted average amounts of margins and loadings in the several States.

10. The wage rates shown in the tables in this section should not be regarded as actual current averages, but as indexes expressed in money terms, indicative of trends. Neither the wage rates nor the corresponding index numbers measure the relative level of minimum wages as between States.

11. Minimum weekly wage rates for adult males should not be compared with average weekly earnings per employed male unit, shown in Section III, because the latter include not only the earnings of adult wage-earners but also those of all salaried employees, junior wage-earners and part-time and casual employees.

12. Wage rates and index numbers for adult males are available as at the end of each quarter from 31st March, 1939 to 31st December, 1956 and as at the end of each month from 31st January, 1957. Particulars for adult females are compiled quarterly and are available from 31st March, 1951. Weekly rates and index numbers have been published in full detail in the following Statistical Bulletins: -

S.B. 123 - Minimum Weekly Wage Rates, 1939 to 1959.

S.B. 124 - Minimum Weekly Wage Rates, January, 1960 to June, 1962.



TABLE 1. - MINIMUM WEEKLY WAGE RATES : ADULT MALES

INDUSTRIAL GROUPS, 30TH NOVEMBER, 1962 (a)

Weighted average minimum weekly rates payable for a full week's work (excluding overtime), as prescribed in awards, determinations, etc., and index numbers of wage rates.

Industrial Group	N.S.W.	Vic.	Qld.	S.A.	W.A.	Tas.	Aust.
RATES OF WAGE							
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
Mining and Quarrying (b)	438. 3	362. 2	437. 3	353. 7	396. 8	369. 8	420. 8
Manufacturing -							
Engineering, Metals, Vehicles, etc.	363. 3	359. 2	358. 3	358. 4	367. 0	372. 5	361. 5
Textiles, Clothing and Footwear	355. 8	350. 9	351. 0	340. 3	353. 2	345. 6	351. 11
Food, Drink and Tobacco	364. 8	373. 2	350. 10	348. 8	366. 9	357. 11	363. 2
Sawmilling, Furniture, etc.	367. 6	351. 1	344. 6	353. 10	356. 0	354. 9	356. 4
Paper, Printing, etc.	387. 4	401. 3	394. 0	382. 3	413. 0	366. 8	391. 9
Other Manufacturing	365. 10	355. 10	346. 2	352. 7	355. 9	352. 10	358. 11
All Manufacturing Groups	365. 1	361. 3	354. 5	356. 3	364. 4	362. 5	361. 10
Building and Construction	380. 4	378. 4	348. 2	360. 3	360. 6	362. 8	369. 11
Railway Services	372. 7	338. 1	363. 8	344. 4	348. 6	360. 8	357. 7
Road and Air Transport	379. 8	358. 5	338. 8	347. 11	366. 8	358. 9	364. 2
Shipping and Stevedoring	358. 10	357. 2	352. 11	355. 3	352. 7	353. 4	356. 3
Communication	400. 7	395. 10	394. 1	393. 6	394. 8	392. 0	397. 1
Wholesale and Retail Trade	371. 10	369. 0	362. 8	355. 3	363. 9	366. 9	367. 5
Public Authority (n.e.i.) and Community and Business Services	368. 3	354. 6	352. 5	341. 6	349. 8	374. 10	358. 0
Amusement, Hotels, Personal Service, etc.	358. 1	339. 10	343. 3	339. 0	349. 4	348. 7	348. 4
All Industrial Groups (c)	373. 1	363. 6	359. 8	356. 1	364. 3	363. 7	366. 1

## INDEX NUMBERS

(Base : Weighted Average Weekly Wage Rate, Australia, 1954 = 100)

Mining and Quarrying (b)	155.2	128.2	154.8	125.2	140.5	130.9	149.0
Manufacturing -							
Engineering, Metals, Vehicles, etc.	128.6	127.2	126.9	126.9	129.9	131.9	128.0
Textiles, Clothing and Footwear	125.9	124.2	124.3	120.5	125.1	122.3	124.6
Food, Drink and Tobacco	129.1	132.1	124.2	123.5	129.9	126.7	128.6
Sawmilling, Furniture, etc.	130.1	124.3	122.0	125.3	126.1	125.6	126.2
Paper, Printing, etc.	137.1	142.1	139.5	135.3	146.5	129.8	138.7
Other Manufacturing	129.5	126.0	122.6	124.8	126.0	124.9	127.1
All Manufacturing Groups	129.2	127.9	125.5	126.1	129.0	128.3	128.1
Building and Construction	134.7	134.0	123.3	127.6	127.6	128.4	131.0
Railway Services	131.9	119.7	128.8	121.9	123.4	127.7	126.6
Road and Air Transport	134.4	126.9	119.9	123.2	129.8	127.0	128.9
Shipping and Stevedoring	127.1	126.5	125.0	125.8	124.8	125.1	126.1
Communication	141.8	140.2	139.5	139.3	139.7	138.8	140.6
Wholesale and Retail Trade	131.7	130.7	128.4	125.8	128.8	129.9	130.1
Public Authority (n.e.i.) and Community and Business Services	130.4	125.5	124.8	120.9	123.8	132.7	126.8
Amusement, Hotels, Personal Service, etc.	126.8	120.3	121.5	120.0	123.7	123.4	123.3
All Industrial Groups (c)	132.1	128.7	127.4	126.1	129.0	128.7	129.6

(a) See paragraph 10, page 4. (b) For mining, the wage rates include lead bonuses, etc.  
(c) Excludes rural.

TABLE 2. - MINIMUM WEEKLY WAGE RATES : ADULT MALES, ALL GROUPS (a)

Weighted average minimum weekly rates payable for a full week's work (excluding over-time), as prescribed in awards, determinations, etc., and index numbers of wage rates.

Date	N.S.W.	Vic.	Qld.	S.A.	W.A.	Tas.	Aust.
RATES OF WAGE							
31st December --	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
1939	100 1	97 1	99 5	94 1	100 6	92 2	98 4
1945	122 6	121 1	118 1	116 0	120 4	115 7	120 7
1950	206 2	201 9	195 2	197 11	200 7	198 0	202 0
1955	305 3	295 7	283 6	285 0	300 1	293 7	297 0
1958	329 3	319 8	317 10	312 5	324 0	323 7	322 11
1959	350 3	344 2	334 4	339 11	340 9	347 1	344 8
1960	362 10	349 11	350 8	342 2	358 1	351 6	355 0
1961	373 4	362 1	359 10	354 7	363 9	362 10	365 8
1961 - 30th November	373 3	362 1	359 9	354 6	363 9	362 10	365 8
31st December	373 4	362 1	359 10	354 7	363 9	362 10	365 8
1962 - 31st January	373 3	363 2	359 10	354 7	363 9	362 10	366 0
28th February	372 9	363 2	359 10	354 8	363 9	362 10	365 9
31st March	372 8	363 3	359 10	354 8	363 9	362 10	365 9
30th April	372 8	363 4	359 10	354 8	363 9	362 10	365 10
31st May	372 9	363 4	359 10	354 8	363 10	362 10	365 10
30th June	372 8	363 4	359 10	355 3	363 10	362 10	365 10
31st July	372 9	363 4	359 8	355 3	364 0	362 11	365 10
31st August	372 1	363 4	359 8	355 3	364 0	363 0	365 7
30th September	372 0	363 4	359 8	355 3	364 0	363 4	365 7
31st October	372 1	363 4	359 8	355 3	364 3	363 4	365 7
30th November	373 1	363 6	359 8	356 1	364 3	363 7	366 1

## INDEX NUMBERS

(Base : Weighted Average Weekly Wage Rate, Australia, 1954 = 100)

31st December --							
1939	35.4	34.4	35.2	33.3	35.6	32.6	34.8
1945	43.4	42.9	41.8	41.1	42.6	40.9	42.7
1950	73.0	71.4	69.1	70.1	71.0	70.1	71.5
1955	108.1	104.7	100.4	100.9	106.3	104.0	105.2
1958	116.6	113.2	112.5	110.6	114.7	114.6	114.3
1959	124.0	121.9	118.4	120.4	120.7	122.9	122.0
1960	128.5	123.9	124.2	121.2	126.8	124.5	125.7
1961	132.2	128.2	127.4	125.6	128.8	128.5	129.5
1961 - 30th November	132.2	128.2	127.4	125.5	128.8	128.5	129.5
31st December	132.2	128.2	127.4	125.6	128.8	128.5	129.5
1962 - 31st January	132.2	128.6	127.4	125.6	128.8	128.5	129.6
28th February	132.0	128.6	127.4	125.6	128.8	128.5	129.5
31st March	132.0	128.6	127.4	125.6	128.8	128.5	129.5
30th April	132.0	128.6	127.4	125.6	128.8	128.5	129.5
31st May	132.0	128.6	127.4	125.6	128.8	128.5	129.5
30th June	132.0	128.6	127.4	125.8	128.8	128.5	129.5
31st July	132.0	128.6	127.4	125.8	128.9	128.5	129.5
31st August	131.7	128.6	127.4	125.8	128.9	128.5	129.4
30th September	131.7	128.6	127.4	125.8	128.9	128.6	129.4
31st October	131.7	128.6	127.4	125.8	129.0	128.6	129.4
30th November	132.1	128.7	127.4	126.1	129.0	128.7	129.6

(a) Excludes rural. See paragraph 10, page 4.



TABLE 3. - MINIMUM WEEKLY WAGE RATES : ADULT MALES (a)

## COMPONENTS OF TOTAL WAGE RATE, 30TH NOVEMBER, 1962

Weighted averages of minimum weekly rates payable for a full week's work (excluding overtime), as prescribed in awards, determinations and agreements.

State	Commonwealth Awards, etc.				State Awards, etc.				All Awards, etc.			
	Basic Wage (b)	Margin	Load-ing	Total Wage	Basic Wage (b)	Margin	Load-ing	Total Wage	Basic Wage	Margin	Load-ing	Total Wage
	s.d.	s.d.	s.d.	s.d.	s.d.	s.d.	s.d.	s.d.	s.d.	s.d.	s.d.	s.d.
N.S.W.	294 7	72 5	5 2	372 2	299 11	68 5	5 9	374 1	297 2	70 6	5 5	373 1
Vic.	287 5	67 4	3 8	358 5	287 9	80 9	6 4	374 10	287 6	71 6	4 6	363 6
Qld.	279 4	79 6	4 10	363 8	284 11	69 2	4 6	358 7	283 10	71 3	4 7	359 8
S.A.	283 6	73 9	2 7	359 10	283 1	57 0	7 7	347 8	283 5	68 7	4 1	356 1
W.A.	288 4	86 7	2 10	377 9	298 2	61 0	3 4	362 6	297 1	64 0	3 2	364 3
Tas.	293 8	62 4	2 4	358 4	294 2	68 3	9 3	371 8	293 10	64 8	5 1	363 7
Aust.	289 7	70 11	4 1	364 7	293 0	69 3	5 6	367 9	291 3	70 1	4 9	366 1

(a) Excludes rural. See paragraph 10, page 4. For definitions see pages 3 and 4.

(b) The basic wage rates shown are weighted averages, and therefore differ from the metropolitan rates shown in Section II. See explanation on page 4.

TABLE 4. - MINIMUM WEEKLY WAGE RATES : ADULT MALES, AUSTRALIA (a)

## COMPONENTS OF TOTAL WAGE RATE

Weighted averages of minimum weekly rates payable for a full week's work (excluding overtime), as prescribed in awards, determinations and agreements.

Date	Commonwealth Awards, etc.				State Awards, etc.				All Awards, etc.			
	Basic Wage (b)	Margin	Load-ing	Total Wage	Basic Wage	Margin	Load-ing	Total Wage	Basic Wage	Margin	Load-ing	Total Wage
	s.d.	s.d.	s.d.	s.d.	s.d.	s.d.	s.d.	s.d.	s.d.	s.d.	s.d.	s.d.
31st Dec.-												
1939	79 5	17 3	4	97 0	81 11	17 4	6	99 9	80 8	17 3	5	98 4
1945	97 3	19 4	4 1	120 8	98 1	20 0	2 5	120 6	97 8	19 8	3 3	120 7
1950	162 2	35 8	3 11	201 9	161 8	35 3	5 5	202 4	161 11	35 6	4 7	202 0
1955	239 0	52 8	2 4	294 0	244 8	50 6	5 0	300 2	241 10	51 7	3 7	297 0
1958	263 0	54 7	2 6	320 1	266 5	55 0	4 6	325 11	264 8	54 10	3 5	322 11
1959	277 2	69 2	3 0	349 4	275 8	59 6	4 8	339 10	276 5	64 5	3 10	344 8
1960	278 2	70 1	3 2	351 5	285 2	68 5	5 3	358 10	281 7	69 3	4 2	355 0
1961	289 9	70 7	3 6	363 10	293 5	68 11	5 3	367 7	291 6	69 9	4 5	365 8
1961 -												
30th Nov.	289 9	70 7	3 6	363 10	293 5	68 10	5 4	367 7	291 6	69 9	4 5	365 8
31st Dec.	289 9	70 7	3 6	363 10	293 5	68 11	5 3	367 7	291 6	69 9	4 5	365 8
1962 -												
31st Jan.	289 9	70 7	3 10	364 2	293 5	68 11	5 6	367 10	291 6	69 10	4 8	366 0
28th Feb.	289 8	70 8	3 9	364 1	293 0	68 11	5 6	367 5	291 3	69 10	4 8	365 9
31st March	289 8	70 8	3 9	364 1	293 0	68 11	5 6	367 5	291 3	69 11	4 7	365 9
30th April	289 8	70 8	3 10	364 2	293 0	69 0	5 5	367 5	291 3	69 11	4 8	365 10
31st May	289 8	70 8	3 10	364 2	293 0	69 1	5 6	367 7	291 3	69 11	4 8	365 10
30th June	289 8	70 9	3 10	364 3	293 0	69 1	5 5	367 6	291 3	70 0	4 7	365 10
31st July	289 7	70 10	3 10	364 3	293 0	69 0	5 6	367 6	291 3	69 11	4 8	365 10
31st Aug.	289 6	70 10	3 10	364 2	292 8	69 0	5 5	367 1	291 1	69 11	4 7	365 7
30th Sept.	289 6	70 10	3 10	364 2	292 8	69 0	5 5	367 1	291 1	69 11	4 7	365 7
31st Oct.	289 6	70 10	3 10	364 2	292 8	69 1	5 5	367 2	291 1	69 11	4 7	365 7
30th Nov.	289 7	70 11	4 1	364 7	293 0	69 3	5 6	367 9	291 3	70 1	4 9	366 1

NOTE. - For footnotes see Table 3 above.

TABLE 5. - MINIMUM HOURLY WAGE RATES : ADULT MALES

INDUSTRIAL GROUPS, 30TH NOVEMBER, 1962 (a)

Weighted average minimum hourly rates payable and index numbers of hourly rates.

Industrial Group	N.S.W.	Vic.	Qld.	S.A.	W.A.	Tas.	Aust.
RATES OF WAGE (Pence)							
Mining and Quarrying (b)	133.41	108.65	131.18	106.07	122.74	110.90	127.73
Manufacturing -							
Engineering, Metals, Vehicles, etc.	108.98	107.75	107.48	107.50	110.10	111.73	108.43
Textiles, Clothing and Footwear	106.70	105.23	105.30	102.08	105.95	103.65	105.58
Food, Drink and Tobacco	109.40	111.95	105.25	104.60	110.03	107.38	108.95
Sawmilling, Furniture, etc.	110.25	105.32	103.35	106.15	106.80	106.43	106.90
Paper, Printing, etc.	116.20	120.56	118.20	114.68	126.65	110.00	117.67
Other Manufacturing	109.75	106.86	103.85	106.04	106.49	105.93	107.73
All Manufacturing Groups	109.52	108.40	106.33	106.93	109.35	108.73	108.58
Building and Construction	114.10	113.50	104.45	108.08	108.15	108.80	110.98
Railway Services	111.77	101.53	109.10	103.30	104.55	108.20	107.30
Road and Air Transport	113.90	107.53	101.60	104.38	110.00	107.63	109.25
Communication	120.17	118.75	118.22	119.27	118.40	118.82	119.27
Wholesale and Retail Trade	111.55	110.70	108.80	106.58	109.13	110.03	110.23
Public Authority (n.e.i.) and Community and Business Services	112.64	109.27	107.01	104.46	106.01	114.19	109.45
Amusement, Hotels, Personal Service, etc.	107.42	101.95	102.98	101.70	104.80	104.86	104.50
All Industrial Groups (c)	112.17	109.16	108.03	106.96	109.68	109.33	110.04

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(Base : Weighted Average Hourly Wage Rate, Australia, 1954 = 100)

Mining and Quarrying (b)	157.1	128.0	154.5	124.9	144.6	130.6	150.4
Manufacturing -							
Engineering, Metals, Vehicles, etc.	128.4	126.9	126.6	126.6	129.7	131.6	127.7
Textiles, Clothing and Footwear	125.7	123.9	124.0	120.2	124.8	122.1	124.4
Food, Drink and Tobacco	128.9	131.9	124.0	123.2	129.6	126.5	128.3
Sawmilling, Furniture, etc.	129.9	124.1	121.7	125.0	125.8	125.4	125.9
Paper, Printing, etc.	136.9	142.0	139.2	135.1	149.2	129.6	138.6
Other Manufacturing	129.3	125.9	122.3	124.9	125.4	124.8	126.9
All Manufacturing Groups	129.0	127.7	125.2	125.9	128.8	128.1	127.9
Building and Construction	134.4	133.7	123.0	127.3	127.4	128.2	130.7
Railway Services	131.6	119.6	128.5	121.7	123.1	127.4	126.4
Road and Air Transport	134.2	126.7	119.7	122.9	129.6	126.8	128.7
Communication	141.5	139.9	139.2	140.5	139.5	140.0	140.5
Wholesale and Retail Trade	131.4	130.4	128.2	125.5	128.5	129.6	129.8
Public Authority (n.e.i.) and Community and Business Services	132.7	128.7	126.0	123.0	124.9	134.5	128.9
Amusement, Hotels, Personal Service, etc.	126.5	120.1	121.3	119.8	123.4	123.5	123.1
All Industrial Groups (c)	132.1	128.6	127.2	126.0	129.2	128.8	129.6

(a) See paragraph 10, page 4. (b) For mining, the wage rates include lead bonuses, etc.

(c) Excludes rural, and shipping and stevedoring. The former is not included in the Minimum Wage Rate Index and for the latter definite particulars for the computation of hourly wage rates are not available.



TABLE 6. - MINIMUM HOURLY WAGE RATES : ADULT MALES, ALL GROUPS (a)

Weighted average minimum hourly rates payable and index numbers of hourly rates.

Date	N.S.W.	Vic.	Qld.	S.A.	W.A.	Tas.	Aust.
RATES OF WAGE (Pence)							
31st December -							
1939	27.48	26.44	27.49	25.45	27.15	25.14	26.91
1945	33.64	33.05	32.63	31.72	32.83	31.71	33.05
1950	61.96	60.58	58.60	59.44	60.35	59.42	60.70
1955	91.89	88.87	85.22	85.68	90.50	88.45	89.36
1958	99.00	96.02	95.45	93.79	97.57	97.25	97.05
1959	105.28	103.35	100.35	102.08	102.56	104.38	103.55
1960	109.09	105.08	105.35	102.73	107.87	105.70	106.71
1961	112.27	108.73	108.05	106.46	109.53	109.11	109.89
1961 - 30th November	112.24	108.73	108.05	106.46	109.53	109.11	109.89
31st December	112.27	108.73	108.05	106.46	109.53	109.11	109.89
1962 - 31st January	112.24	109.06	108.05	106.48	109.53	109.11	109.98
28th February	112.06	109.08	108.05	106.51	109.53	109.11	109.91
31st March	112.04	109.11	108.05	106.51	109.53	109.11	109.91
30th April	112.04	109.13	108.05	106.51	109.53	109.11	109.93
31st May	112.06	109.11	108.05	106.51	109.55	109.11	109.91
30th June	112.04	109.11	108.05	106.68	109.55	109.11	109.96
31st July	112.06	109.13	108.03	106.68	109.60	109.13	109.93
31st August	111.87	109.13	108.03	106.68	109.60	109.16	109.86
30th September	111.84	109.13	108.03	106.68	109.60	109.28	109.86
31st October	111.87	109.13	108.03	106.68	109.68	109.26	109.86
30th November	112.17	109.16	108.03	106.96	109.68	109.33	110.04

## INDEX NUMBERS

(Base : Weighted Average Hourly Wage Rate, Australia, 1954 = 100)

31st December -							
1939	32.4	31.1	32.4	30.0	32.0	29.6	31.7
1945	39.6	38.9	38.4	37.4	38.7	37.3	38.9
1950	73.0	71.4	69.0	70.0	71.1	70.0	71.5
1955	108.2	104.7	100.4	100.9	106.6	104.2	105.3
1958	116.6	113.1	112.4	110.5	114.9	114.5	114.3
1959	124.0	121.7	118.2	120.2	120.8	122.9	122.0
1960	128.5	123.8	124.1	121.0	127.1	124.5	125.7
1961	132.2	128.1	127.3	125.4	129.0	128.5	129.4
1961 - 30th November	132.2	128.1	127.3	125.4	129.0	128.5	129.4
31st December	132.2	128.1	127.3	125.4	129.0	128.5	129.4
1962 - 31st January	132.2	128.5	127.3	125.4	129.0	128.5	129.5
28th February	132.0	128.5	127.3	125.5	129.0	128.5	129.5
31st March	132.0	128.5	127.3	125.5	129.0	128.5	129.5
30th April	132.0	128.5	127.3	125.5	129.0	128.5	129.5
31st May	132.0	128.5	127.3	125.5	129.0	128.5	129.5
30th June	132.0	128.5	127.3	125.7	129.0	128.5	129.5
31st July	132.0	128.5	127.2	125.7	129.1	128.5	129.5
31st August	131.8	128.5	127.2	125.7	129.1	128.6	129.4
30th September	131.7	128.5	127.2	125.7	129.1	128.7	129.4
31st October	131.8	128.5	127.2	125.7	129.2	128.7	129.4
30th November	132.1	128.6	127.2	126.0	129.2	128.8	129.6

(a) See paragraph 10, page 4. Excludes rural, and shipping and stevedoring. The former is not included in the Minimum Wage Rate Index and for the latter definite particulars for the computation of hourly wage rates are not available.

NOTE. - Wage rates for adult females are compiled only at the end of each quarter. Tables showing weekly and hourly wage rates in the principal industry groups were published in the bulletin for September, 1962, but have not been repeated in this issue.

TABLE 7. - MINIMUM WEEKLY WAGE RATES : ADULT FEMALES, ALL GROUPS (a)

Weighted average minimum weekly rates payable for a full week's work (excluding overtime), as prescribed in awards, determinations, etc., and index numbers of wage rates.

Date	N.S.W.	Vic.	Qld.	S.A.	W.A.	Tas.	Aust.
RATES OF WAGE							
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
1951 - 31st December	172 4	172 2	161 2	170 3	162 6	165 7	170 4
1958 " "	229 0	227 6	215 3	223 9	214 1	221 3	225 8
1959 " "	249 3	241 3	229 8	239 2	224 1	234 3	242 2
1960 " "	261 3	246 7	239 4	242 11	251 2	238 10	251 8
1961 " "	269 2	256 7	255 7	252 0	256 7	248 3	261 2
1962 - 31st March	269 1	256 8	255 9	252 0	256 7	248 3	261 2
30th June	269 1	256 8	255 9	252 0	256 7	248 3	261 2
30th September	268 9	256 8	255 8	252 0	256 7	248 3	261 1

INDEX NUMBERS

(Base : Weighted Average Weekly Wage Rate, Australia, 1954 = 100)

1951 - 31st December	86.6	86.5	81.0	85.5	81.6	83.2	85.6
1958 " "	115.0	114.3	108.1	112.4	107.5	111.1	113.4
1959 " "	125.2	121.2	115.4	120.1	112.6	117.7	121.6
1960 " "	131.2	123.9	120.2	122.0	126.2	120.0	126.4
1961 " "	135.2	128.9	128.4	126.6	128.9	124.7	131.2
1962 - 31st March	135.2	128.9	128.5	126.6	128.9	124.7	131.2
30th June	135.2	128.9	128.5	126.6	128.9	124.7	131.2
30th September	135.0	128.9	128.4	126.6	128.9	124.7	131.1

(a) See paragraph 10, page 4. Excludes rural; mining and quarrying; and building and construction.

TABLE 8. - MINIMUM HOURLY WAGE RATES : ADULT FEMALES, ALL GROUPS (a)

Weighted average minimum hourly rates payable and index numbers of hourly rates.

Date	N.S.W.	Vic.	Qld.	S.A.	W.A.	Tas.	Aust.
RATES OF WAGE (Pence)							
1951 - 31st December	52.30	51.90	48.72	51.37	49.02	50.23	51.51
1958 " "	69.52	68.58	65.06	67.51	64.58	67.11	68.26
1959 " "	75.66	72.72	69.42	72.17	67.57	71.06	73.26
1960 " "	79.31	74.33	72.34	73.30	75.77	72.45	76.13
1961 " "	81.71	77.34	77.25	76.04	77.40	75.30	79.00
1962 - 31st March	81.68	77.37	77.30	76.04	77.40	75.30	79.00
30th June	81.68	77.37	77.30	76.04	77.40	75.30	79.00
30th September	81.58	77.37	77.28	76.04	77.40	75.30	78.98

INDEX NUMBERS

(Base : Weighted Average Hourly Wage Rate, Australia, 1954 = 100)

1951 - 31st December	86.9	86.2	80.9	85.3	81.4	83.4	85.6
1958 " "	115.5	113.9	108.1	112.1	107.3	111.5	113.4
1959 " "	125.7	120.8	115.3	119.9	112.2	118.0	121.7
1960 " "	131.7	123.5	120.1	121.7	125.8	120.3	126.4
1961 " "	135.7	128.5	128.3	126.3	128.5	125.1	131.2
1962 - 31st March	135.7	128.5	128.4	126.3	128.5	125.1	131.2
30th June	135.7	128.5	128.4	126.3	128.5	125.1	131.2
30th September	135.5	128.5	128.4	126.3	128.5	125.1	131.2

(a) See paragraph 10, page 4; excludes rural; mining and quarrying; and building and construction.

## II. BASIC WAGE RATES

Basic wage rates are determined by Commonwealth or State industrial authorities. The basic wage is that part of the minimum wage to which are added any margins for skill, loadings, etc. It is determined without regard to any circumstance pertaining to the occupation or industry of an employee.

### 1. Commonwealth Basic Wages

The Commonwealth Conciliation and Arbitration Commission may, for the purpose of preventing or settling an industrial dispute extending beyond the limits of any State, make an order or award altering the basic wage or the principles upon which it is computed. In practice, the Commission holds general basic wage inquiries from time to time and its findings apply to industrial awards within its jurisdiction. After the 1961 Basic Wage Inquiry the Commission decided that Commonwealth basic wages should in future be adjusted annually in accordance with movements in the Consumer Price Index for the six capital cities (weighted average), unless the Commission was persuaded to the contrary by those opposing the change, and that a review of the economy generally and in particular of productivity increases would take place every three or four years.

### 2. State Basic Wages

In New South Wales the basic wage is automatically adjusted each quarter in accordance with variations in the Consumer Price Index. State basic wages are not declared in Victoria and Tasmania, but Wages Boards, which determine minimum rates to be paid in various industry groups or callings, now generally adopt Commonwealth rates. In Queensland the industrial authority may declare a basic wage only after a full inquiry. In South Australia the rates have been the same as Commonwealth rates since 1950. The industrial authority in Western Australia determines the basic wage each quarter after considering retail price index numbers.

For further information reference should be made to the Labour Report, in which the history of basic wage fixation in Australia is dealt with at some length. For tables showing Commonwealth and State basic wage rates for a long period of years see the Appendix to Labour Report No. 48, 1960.

TABLE 9. - COMMONWEALTH BASIC WAGES : WEEKLY RATES (a)

Date	Sydney	Melbourne	Brisbane	Adelaide	Perth	Hobart	Six Capitals
ADULT MALES							
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
1950 - December	165 0	162 0	154 0	158 0	160 0	160 0	162 0
1951 - November	207 0	199 0	185 0	195 0	197 0	199 0	200 0
1952 - November	237 0	228 0	216 0	229 0	228 0	230 0	231 0
1953 - August	243 0	235 0	218 0	231 0	236 0	242 0	236 0
1956 - June	253 0	245 0	228 0	241 0	246 0	252 0	246 0
1957 - 15th May	263 0	255 0	238 0	251 0	256 0	262 0	256 0
1958 - 21st May	268 0	260 0	243 0	256 0	261 0	267 0	261 0
1959 - 11th June	283 0	275 0	258 0	271 0	276 0	282 0	276 0
1961 - 7th July	295 0	287 0	270 0	283 0	288 0	294 0	288 0
ADULT FEMALES							
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
1950 - December	123 6	121 6	115 6	118 6	120 0	120 0	121 6
1951 - November	155 0	149 0	138 6	146 0	147 6	149 0	150 0
1952 - November	177 6	171 0	162 0	171 6	171 0	172 6	173 0
1953 - August	182 0	176 0	163 6	173 0	177 0	181 6	177 0
1956 - June	189 6	183 6	171 0	180 6	184 6	189 0	184 6
1957 - 15th May	197 0	191 0	178 6	188 0	192 0	196 6	192 0
1958 - 21st May	201 0	195 0	182 0	192 0	195 6	200 0	195 6
1959 - 11th June	212 0	206 0	193 6	203 0	207 0	211 6	207 0
1961 - 7th July	221 0	215 0	202 6	212 0	216 0	220 6	216 0

(a) See explanatory notes above. Rates are operative from the beginning of the first pay-period commencing in the month shown or commencing on or after the date shown. Automatic quarterly adjustment in accordance with variations in retail price index numbers was discontinued on 12th September, 1953.



TABLE 10. - STATE BASIC WAGES (a) : WEEKLY RATES

Date	Sydney (b)	Melbourne (c)	Brisbane (d)	Adelaide	Perth	Hobart
ADULT MALES						
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
December - 1950	165 0	162 0	154 0	158 0	166 6	160 0
1951	207 0	199 0	185 0	195 0	205 8	199 0
1952	237 0	228 0	216 0	229 0	238 6	230 0
1953	243 0	237 0	222 0	231 0	246 6	242 0
1954	243 0	234 0	225 0	231 0	246 6	242 0
1955	253 0	246 0	229 0	231 0	252 5	242 0
1956	274 0	263 0	241 0	241 0	265 2	272 0
1957	270 0	263 0	241 0	251 0	272 9	272 0
1958	273 0	263 0	256 0	256 0	273 5	272 0
1959	279 0	275 0	267 0	271 0	281 6	282 0
1960	294 0	275 0	276 0	271 0	294 7	282 0
1961 - March	297 0	275 0	280 0	271 0	296 7	282 0
June	299 0	275 0	284 0	271 0	299 3	282 0
September	302 0	287 0	284 0	283 0	300 6	294 0
December	301 0	287 0	284 0	283 0	298 9	294 0
1962 - March	300 0	287 0	284 0	283 0	298 9	294 0
June	300 0	287 0	284 0	283 0	298 9	294 0
September	299 0	287 0	284 0	283 0	298 9	294 0
December	300 0	(e)287 0	(f)284 0	(g)283 0	(h)298 9	(i)294 0
ADULT FEMALES						
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
December - 1950	123 6	121 6	102 6	118 6	94 1	120 0
1951	155 0	149 0	123 0	146 0	133 8	149 0
1952	177 6	171 0	144 6	171 6	155 0	172 6
1953	182 0	177 6	149 0	173 0	160 3	181 6
1954	182 0	175 6	151 0	173 0	160 3	181 6
1955	189 6	184 6	154 0	173 0	164 1	181 6
1956	205 6	197 0	162 6	180 6	172 4	204 0
1957	202 6	197 0	162 6	188 0	177 3	204 0
1958	204 6	197 0	173 6	192 0	177 9	204 0
1959	209 0	206 0	182 0	203 0	183 0	211 6
1960	220 6	206 0	191 0	203 0	220 11	211 6
1961 - March	222 6	206 0	194 0	203 0	222 5	211 6
June	224 0	206 0	213 0	203 0	224 5	211 6
September	226 6	215 0	213 0	212 0	225 5	220 6
December	226 0	215 0	213 0	212 0	224 1	220 6
1962 - March	225 0	215 0	213 0	212 0	224 1	220 6
June	225 0	215 0	213 0	212 0	224 1	220 6
September	224 6	215 0	213 0	212 0	224 1	220 6
December	225 0	(e)215 0	(f)213 0	(g)212 0	(h)224 1	(i)220 6

(a) See explanatory notes on previous page. (b) Automatic quarterly adjustments operative. Rates payable from beginning of first pay-period in month prior to that shown. (c) Automatic adjustments were discontinued on 17th October, 1956. (d) To March, 1961, the State industrial tribunal determined the basic wage each quarter after considering retail price index numbers. The June, 1961 rates were declared after a full inquiry and have not been varied since. (e) During July and August, 1961, Wages Boards adopted Commonwealth rates. (f) Operative since 29th May, 1961. (g) Operative since 10th July, 1961. (h) Operative since 30th October, 1961. (i) Most Wages Boards adopted Commonwealth rates from July, 1961.

### III. TOTAL WAGES AND SALARIES PAID AND AVERAGE EARNINGS

The figures in this section are derived from employment and wages and salaries recorded on Pay-roll Tax returns, from other direct collections and from estimates of the unrecorded balance. Pay of members of the Defence Forces is not included.

The figures in Table 11 are weekly averages of the total wages and salaries paid to all civilian employees during the periods shown. These totals have been converted to average weekly earnings in Table 12. The figures in the tables are not seasonally adjusted. Seasonally adjusted quarterly indexes of average earnings are shown in Table 13.

Particulars of wages and salaries paid are not available for males and females separately; average weekly earnings have therefore been calculated by dividing total wages and salaries, etc., by total civilian employment expressed in male units. Male units represent total male employment plus a proportion of female employment based on the approximate ratio of female to male earnings. As it is not possible to estimate the ratio of female to male earnings in the several States the same ratio has been used in each State. Because the actual ratio may vary between States precise comparisons between average earnings in different States cannot be made on the basis of the figures in Table 12.

For a number of reasons the average weekly earnings per employed male unit, shown in Table 12, cannot be compared with the minimum weekly wage rates shown in Tables 1-4. The figures in Tables 1-4 are weighted average minimum (award) rates payable to adult male wage earners in non-rural industry for a full week's work, at the end of each month or year. Those in Table 12 represent actual average weekly earnings for all wage earners and salaried employees (whether adult or junior, full-time or part-time, casual, etc.) and are quarterly or annual averages.

The figures in this section are subject to revision.

TABLE 11 - AVERAGE WEEKLY TOTAL WAGES AND SALARIES PAID (a)  
(£'000)

Period	N.S.W. (b)	Vic.	Qld.	S.A. (c)	W.A.	Tas.	Australia
1949-50	9,250	6,600	2,904	1,922	1,383	678	22,737
1954-55	17,970	12,901	5,601	3,940	2,928	1,399	44,739
1957-58	21,664	15,510	6,585	4,635	3,284	1,671	53,349
1958-59	22,414	16,240	6,970	4,823	3,347	1,725	55,519
1959-60	24,816	18,123	7,441	5,392	3,618	1,878	61,268
1960-61	26,823	19,204	7,819	5,661	3,886	1,969	65,362
1961-62	27,268	19,519	7,909	5,822	4,048	2,057	66,623
1960 - June	26,356	18,994	7,614	5,609	3,764	2,016	64,353
September	26,296	19,029	7,977	5,640	3,877	1,888	64,707
December	28,276	20,204	8,188	5,868	4,003	2,002	68,541
1961 - March	25,649	18,518	7,271	5,497	3,691	1,945	62,571
June	27,073	19,065	7,840	5,639	3,972	2,040	65,629
September	26,276	18,924	7,966	5,643	3,964	1,937	64,710
December	28,407	20,130	8,130	5,945	4,110	2,069	68,791
1962 - March	26,065	18,984	7,426	5,681	3,943	2,033	64,132
June	28,323	20,037	8,112	6,021	4,176	2,188	68,857
September	27,541	19,863	8,278	5,993	4,205	2,023	67,903

(a) Includes, in addition to wages at award rates, earnings of salaried employees, overtime earnings, over-award and bonus payments, etc. See explanatory notes above.

(b) Includes the Australian Capital Territory. (c) Includes the Northern Territory.

NOTE: - Comparisons as to trend should be made for complete years or corresponding periods of incomplete years. Quarterly totals and averages are affected by seasonal influences.

TABLE 12. - AVERAGE WEEKLY EARNINGS PER EMPLOYED MALE UNIT (a)  
(£)

Period	N.S.W. (b)	Vic.	Qld.	S.A. (c)	W.A.	Tas.	Australia	
1949-50	9.89	10.08	8.91	9.23	9.08	8.96	9.66	
1954-55	17.64	17.59	15.58	16.83	16.11	16.54	17.13	
1957-58	20.44	20.22	17.94	18.68	18.05	18.95	19.67	
1958-59	21.04	20.69	18.63	19.10	18.19	19.33	20.19	
1959-60	22.77	22.28	19.89	20.61	19.46	20.71	21.76	
1960-61	24.03	23.32	21.00	21.33	20.57	21.42	22.86	
1961-62	24.48	23.98	21.67	21.96	21.27	22.50	23.46	
1960 - June	Quarter	23.84	23.30	20.23	21.22	20.11	21.98	22.66
September	"	23.63	23.22	21.02	21.30	20.54	20.71	22.65
December	"	25.14	24.42	21.88	22.05	21.07	21.78	23.85
1961 - March	"	22.86	22.29	19.76	20.64	19.56	21.00	21.81
June	"	24.48	23.34	21.33	21.32	21.10	22.18	23.15
September	"	23.92	23.54	21.66	21.60	21.07	21.40	23.03
December	"	25.58	24.80	22.52	22.48	21.73	22.78	24.33
1962 - March	"	23.28	23.15	20.53	21.30	20.64	22.11	22.49
June	"	25.15	24.44	21.95	22.44	21.66	23.70	24.00
September	"	24.43	24.18	22.15	22.18	21.75	22.17	23.60

(a) Includes, in addition to wages at award rates, earnings of salaried employees, over-time earnings, over-award and bonus payments, etc. See explanatory notes on previous page. (b) Includes the Australian Capital Territory. (c) Includes the Northern Territory.

**NOTE:** - Comparisons as to trend should be made for complete years or corresponding periods of incomplete years. Quarterly totals and averages are affected by seasonal influences.

TABLE 13. - INDEXES OF AVERAGE WEEKLY EARNINGS (a) : AUSTRALIA

(Base of each Index : Year 1953-54 = 100)

Seasonally Adjusted

Year	All Industries (b)	Manufacturing (c)	Quarter	All Industries (b)	Manufacturing (c)
1952-53	95.2	95.4	1960 - September Qtr.	138.2	140.2
1953-54	100.0	100.0	December "	141.3	141.7
1954-55	105.4	106.9	1961 - March "	141.3	142.4
1955-56	112.2	113.8	June "	141.1	140.2
1956-57	118.2	118.3	September "	141.8	142.2
1957-58	121.3	122.0	December "	144.6	144.1
1958-59	124.5	125.6	1962 - March "	145.3	145.8
1959-60	133.6	135.4	June "	146.8	146.7
1960-61	140.5	141.1	September "	146.0	147.1
1961-62	144.6	144.7			

(a) See explanatory notes on previous page. (b) Average earnings per employed male unit. Based on Pay-roll Tax returns and other data. (c) The index for manufacturing industries for the years 1952-53 to 1960-61 is based on the average earnings of male wage and salary earners employed in factories as disclosed by annual Factory Censuses. The figures for periods subsequent to June, 1961, are interim estimates based on Pay-roll Tax returns and are subject to revision when the Factory Census for 1961-62 is tabulated.

**NOTE:** - The index numbers for "All Industries" and "Manufacturing" show the movement in average earnings for each group over a period of time. However, they do not give, at any point of time, a comparison of actual earnings in the two groups.

COMMONWEALTH BUREAU OF CENSUS AND STATISTICS  
CANBERRA, A.C.T. 7TH FEBRUARY, 1963

K.M. ARCHER  
COMMONWEALTH STATISTICIAN

**NOTE:** - Inquiries concerning these statistics may be made in Canberra by telephoning J1971, Extension 10, or, in each State capital, by telephoning the office of the Bureau of Census and Statistics.